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## **HIGHLIGHTS OF DETROIT-ANN ARBOR-FLINT, MI NATIONAL COMPENSATION SURVEY APRIL 2000**

Workers in the Detroit-Ann Arbor-Flint, Michigan, metropolitan area averaged \$19.27 per hour during April 2000, according to a new survey released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$23.29 per hour and accounted for 49 percent of the workers in the area. Blue-collar employees averaged \$17.12 per hour and represented 35 percent of the workforce, while the remaining 16 percent worked in service occupations and earned \$10.91 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 357 firms representing 1,256,500 workers in the Detroit-Ann Arbor-Flint metropolitan area, which includes Genesee, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Washtenaw, and Wayne Counties in Michigan. Eighty percent of those represented worked in private industry.

In the Detroit-Ann Arbor-Flint metropolitan area, average hourly wages were published for more than 135 detailed occupations. (See table 1.) Among white-collar workers, financial managers averaged \$33.67 per hour; registered nurses, \$23.26; secretaries, \$15.54; and cashiers, \$8.36. Blue-collar occupations included millwrights earning \$24.32 per hour, truck drivers at \$14.22, and stock handlers and baggers at \$9.68. In the service occupations, janitors and cleaners averaged \$12.18 per hour and cooks, \$10.01.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Detroit-Ann Arbor-Flint area averaged \$20.29 per hour and part-timers earned \$10.87. Union workers in blue-collar jobs averaged \$19.28 per hour, while their non-union counterparts made \$13.98. Private industry workers in establishments employing 50-99 workers averaged \$15.05 per hour and those in establishments with 500 or more employees earned \$21.14.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

### **Survey Availability**

Complete survey results are contained in the Detroit-Ann Arbor-Flint, MI National Compensation Survey April 2000 (Bulletin 3105-27). While supplies last, single copies of the bulletin are available from the Chicago Information Office by calling 312-353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://stats.bls.gov/comhome.htm>. Survey tables can also be obtained from the Bureau's fax-on-demand service in Chicago by dialing (312) 353-1880, menu option 1. Up to four documents at a time may be selected and faxed to you within minutes, 24 hours a day.

BLS Fax-on-Demand - Chicago (312) 353-1880, option 1		
Document no.	National Compensation Survey Detroit-Ann Arbor-Flint, MI - April 2000	Pages
9810	Text of this news release and summary Table 1-1	3
9811	Table 2-1, 2-2, 2-3. Mean hourly earnings by occupation, industry, for full-time and part-time workers. Table 3-1 and 3-2. Mean weekly and mean annual earnings and hours	16
9812	Tables 4-1, 4-2, to 4-3. Hourly earnings for selected occupations and levels.	19
9813	Tables 5-1, 5-2, to 5-3. Hourly earnings by worker characteristics. Tables 6-1, 6-2, 6-3, 6-4, 6-5. Hourly wage percentiles for selected occupations.	16
9814	Appendix A. Technical Note containing survey procedures & concepts Table 1 - Number of workers represented by survey Table 2 - Number of establishment represented by survey Table 3 - Median work levels for all workers	8
9455	Appendix B. Occupational Classifications	8
9456	Appendix C. Generic Leveling Criteria Appendix D. Evaluating Your Firm's Jobs Appendix E. A Guide for Users of Prior BLS Wage Surveys	10

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Chicago Information Office at (312) 353-1880 from 8:00 a.m. to 3:00 p.m. CT.

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Table 1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$19.27	2.0	\$18.54	2.4	\$22.75	3.1
All excluding sales .....	19.47	2.1	18.72	2.5	22.76	3.1
<b>White collar</b> .....	23.29	2.4	22.29	2.9	26.67	3.8
White collar excluding sales .....	24.30	2.4	23.46	3.0	26.67	3.8
<b>Professional specialty and technical</b> .....	28.84	2.4	27.22	2.9	32.13	4.5
Professional specialty .....	31.40	2.5	29.64	3.0	34.36	4.6
Engineers, architects, and surveyors .....	31.96	2.2	32.00	2.2	—	—
Industrial engineers .....	28.77	5.2	28.77	5.2	—	—
Mechanical engineers .....	31.49	3.4	31.49	3.4	—	—
Engineers, n.e.c. ....	34.08	3.0	34.08	3.0	—	—
Mathematical and computer scientists .....	28.78	3.8	28.50	3.9	—	—
Computer systems analysts and scientists .....	27.69	3.3	27.63	3.3	—	—
Operations and systems researchers and analysts .....	30.54	5.7	30.00	6.3	—	—
Natural scientists .....	22.45	25.2	—	—	—	—
Health related .....	24.74	3.5	24.43	3.0	26.17	13.2
Physicians .....	32.64	18.0	32.54	19.9	—	—
Registered nurses .....	23.26	1.9	23.39	2.2	22.42	1.1
Pharmacists .....	32.21	1.7	32.21	1.7	—	—
Dietitians .....	17.08	7.2	—	—	—	—
Teachers, college and university .....	41.49	12.9	36.08	6.8	42.17	14.3
Engineering teachers .....	65.61	8.3	—	—	—	—
Health specialties teachers .....	36.85	4.1	—	—	—	—
Other post-secondary teachers .....	34.22	16.3	40.25	12.4	32.74	18.0
Teachers, except college and university .....	38.26	4.1	21.22	8.7	38.87	4.2
Prekindergarten and kindergarten .....	35.49	12.8	—	—	35.96	12.8
Elementary school teachers .....	40.12	4.0	—	—	40.54	4.0
Secondary school teachers .....	41.42	4.0	—	—	42.64	3.9
Teachers, special education .....	37.71	6.5	—	—	37.71	6.5
Teachers, n.e.c. ....	33.63	20.2	—	—	33.63	20.2
Vocational and educational counselors .....	24.87	28.4	14.90	8.3	—	—
Librarians, archivists, and curators .....	27.80	21.9	—	—	28.76	21.7
Librarians .....	27.80	21.9	—	—	28.76	21.7
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	24.30	13.5	16.67	7.1	26.22	14.9
Social workers .....	24.53	13.5	16.68	7.1	26.53	15.0
Lawyers and judges .....	56.31	21.9	—	—	—	—
Lawyers .....	56.07	23.3	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	33.31	6.2	33.15	6.8	—	—
Technical .....	20.08	4.4	20.83	4.7	16.71	8.9
Clinical laboratory technologists and technicians .....	19.69	4.4	19.75	4.5	—	—
Health record technologists and technicians .....	15.98	7.9	—	—	—	—
Radiological technicians .....	19.15	7.4	19.15	7.4	—	—
Licensed practical nurses .....	16.08	1.7	15.87	2.1	—	—
Health technologists and technicians, n.e.c. ....	13.22	7.3	13.65	5.0	—	—
Electrical and electronic technicians .....	22.75	1.9	22.75	1.9	—	—
Mechanical engineering technicians .....	23.99	8.9	23.99	8.9	—	—
Engineering technicians, n.e.c. ....	25.32	7.1	25.38	7.1	—	—
Drafters .....	23.33	20.2	23.33	20.2	—	—
Computer programmers .....	32.18	5.4	—	—	—	—
Technical and related, n.e.c. ....	19.91	5.0	20.11	8.0	19.70	6.1
<b>Executive, administrative, and managerial</b> .....	31.88	3.2	32.14	3.6	30.35	5.6
Executives, administrators, and managers .....	35.13	4.7	35.05	5.4	35.64	5.5
Administrators and officials, public administration .....	33.38	5.8	—	—	33.38	5.8
Financial managers .....	33.67	11.5	34.01	11.8	—	—
Managers, marketing, advertising, and public relations .....	42.96	6.1	42.96	6.1	—	—
Administrators, education and related fields .....	41.09	10.1	22.83	11.2	47.98	6.8
Managers, medicine and health .....	26.75	7.2	26.52	7.6	—	—
Managers and administrators, n.e.c. ....	38.08	5.0	38.32	5.1	—	—
Management related .....	27.21	3.2	27.85	3.6	24.01	3.3
Accountants and auditors .....	25.12	6.3	25.18	6.5	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>White collar</b> —Continued						
<b>Executive, administrative, and managerial</b> —Continued						
Management related —Continued						
Other financial officers .....	\$30.45	14.6	—	—	—	—
Management analysts .....	27.74	14.7	—	—	—	—
Personnel, training, and labor relations specialists .....	24.69	13.9	\$24.82	14.5	—	—
Purchasing agents and buyers, n.e.c. ....	29.47	8.2	29.69	8.3	—	—
Management related, n.e.c. ....	27.66	3.9	28.32	4.0	—	—
<b>Sales</b> .....	16.25	6.4	16.25	6.4	—	—
Supervisors, sales .....	25.08	14.3	25.08	14.3	—	—
Sales, other business services .....	17.24	9.4	17.24	9.4	—	—
Sales representatives, mining, manufacturing, and wholesale .....	26.99	9.0	26.99	9.0	—	—
Sales workers, furniture and home furnishings ....	12.80	15.6	12.80	15.6	—	—
Sales workers, other commodities .....	11.00	13.8	11.00	13.8	—	—
Cashiers .....	8.36	4.1	8.37	4.1	—	—
<b>Administrative support, including clerical</b> .....	13.68	2.4	13.67	3.1	\$13.70	2.4
Supervisors, general office .....	19.07	9.7	19.45	14.6	—	—
Computer operators .....	17.67	14.4	18.85	15.9	—	—
Secretaries .....	15.54	5.0	16.21	6.5	14.36	4.5
Typists .....	11.79	10.6	—	—	—	—
Receptionists .....	10.43	4.0	10.44	4.0	—	—
Information clerks, n.e.c. ....	10.33	6.2	10.33	6.2	—	—
Order clerks .....	13.58	7.8	13.58	7.8	—	—
Personnel clerks, except payroll and timekeeping .....	16.15	10.0	—	—	—	—
Library clerks .....	9.79	12.8	—	—	9.82	14.2
Records clerks, n.e.c. ....	11.80	5.3	—	—	—	—
Bookkeepers, accounting and auditing clerks .....	13.06	4.9	12.70	5.3	—	—
Billing clerks .....	11.67	5.6	11.51	5.8	—	—
Telephone operators .....	12.44	10.7	12.44	10.7	—	—
Production coordinators .....	21.27	10.0	21.27	10.0	—	—
Traffic, shipping and receiving clerks .....	12.71	10.7	12.71	10.7	—	—
Stock and inventory clerks .....	13.47	10.5	13.47	10.5	—	—
Material recording, scheduling, and distribution clerks, n.e.c. ....	14.73	15.0	14.73	15.0	—	—
Insurance adjusters, examiners, and investigators .....	13.37	7.7	13.37	7.7	—	—
Investigators and adjusters, except insurance ....	12.36	11.9	12.36	11.9	—	—
Bill and account collectors .....	13.35	9.6	13.35	9.6	—	—
General office clerks .....	13.05	3.6	13.52	6.7	12.65	3.0
Bank tellers .....	10.52	3.6	10.52	3.6	—	—
Data entry keyers .....	9.43	12.3	—	—	—	—
Teachers' aides .....	11.09	6.1	—	—	11.11	6.1
Administrative support, n.e.c. ....	13.45	6.0	13.19	7.4	14.33	6.9
<b>Blue collar</b> .....	17.12	2.4	17.17	2.6	16.36	4.6
<b>Precision production, craft, and repair</b> .....	21.80	1.9	21.94	2.0	19.94	4.4
Supervisors, mechanics and repairers .....	23.88	7.6	24.04	8.1	—	—
Automobile mechanics .....	19.76	9.7	—	—	—	—
Heavy equipment mechanics .....	22.19	5.1	—	—	—	—
Industrial machinery repairers .....	21.08	4.9	21.08	4.9	—	—
Millwrights .....	24.32	1.7	24.32	1.7	—	—
Mechanics and repairers, n.e.c. ....	21.07	4.0	21.14	4.2	—	—
Supervisors, construction trades, n.e.c. ....	24.90	8.0	25.68	10.9	—	—
Electricians .....	25.25	1.6	25.14	1.7	—	—
Painters, construction and maintenance .....	23.68	3.4	—	—	—	—
Plumbers, pipefitters and steamfitters .....	26.59	1.8	26.63	1.8	—	—
Construction trades, n.e.c. ....	17.04	8.2	—	—	—	—
Supervisors, production .....	20.05	7.8	20.05	7.8	—	—
Tool and die makers .....	24.61	2.8	24.61	2.8	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Blue collar</b> —Continued						
<b>Precision production, craft, and repair</b> —Continued						
Machinists .....	\$21.67	4.4	\$21.67	4.4	—	—
Precision grinders, filers, and tool sharpeners .....	24.40	5.4	24.40	5.4	—	—
Butchers and meat cutters .....	14.31	9.9	14.31	9.9	—	—
Inspectors, testers, and graders .....	21.64	8.7	21.64	8.7	—	—
<b>Machine operators, assemblers, and inspectors</b> .....						
Punching and stamping press operators .....	15.97	3.7	15.98	3.7	—	—
Grinding, abrading, buffing, and polishing machine operators .....	16.06	13.8	16.06	13.8	—	—
Fabricating machine operators, n.e.c. ....	15.02	11.1	15.02	11.1	—	—
Molding and casting machine operators .....	21.74	1.8	21.74	1.8	—	—
Textile sewing machine operators .....	9.49	12.6	9.49	12.6	—	—
Laundering and dry cleaning machine operators .....	14.35	24.8	14.35	24.8	—	—
Miscellaneous machine operators, n.e.c. ....	9.26	7.0	8.21	2.3	—	—
Welders and cutters .....	13.45	7.5	13.45	7.5	—	—
Assemblers .....	18.66	8.2	18.66	8.2	—	—
Production inspectors, checkers and examiners ..	17.35	5.3	17.35	5.3	—	—
.....	15.80	10.9	15.80	10.9	—	—
<b>Transportation and material moving</b> .....						
Truck drivers .....	15.87	6.5	16.20	7.5	\$13.96	3.3
Bus drivers .....	14.22	7.7	14.62	8.5	—	—
Crane and tower operators .....	14.12	16.9	—	—	13.89	3.5
Industrial truck and tractor equipment operators ..	20.04	5.0	20.04	5.0	—	—
.....	15.86	11.9	15.86	11.9	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....						
Groundskeepers and gardeners, except farm .....	10.99	4.3	10.76	4.7	13.65	6.4
Stock handlers and baggers .....	13.99	8.8	—	—	13.99	8.8
Freight, stock, and material handlers, n.e.c. ....	9.68	5.0	9.68	5.0	—	—
Hand packers and packagers .....	11.06	5.7	11.06	5.7	—	—
Laborers, except construction, n.e.c. ....	10.53	8.3	10.53	8.3	—	—
.....	13.17	11.8	13.07	13.4	—	—
<b>Service</b> .....						
Protective service .....	10.91	3.7	9.09	3.3	15.25	3.1
Firefighting .....	14.93	8.4	8.68	6.3	18.52	2.1
Police and detectives, public service .....	16.49	2.8	—	—	16.49	2.8
Correctional institution officers .....	20.12	3.1	—	—	20.12	3.1
Crossing guards .....	17.17	3.1	—	—	17.17	3.1
Guards and police, except public service .....	7.49	6.4	—	—	7.49	6.4
Food service .....	8.78	6.5	8.71	6.4	—	—
Waiters, waitresses, and bartenders .....	7.86	5.2	7.80	5.4	9.14	10.0
Waiters and waitresses .....	5.55	12.9	5.55	12.9	—	—
Other food service .....	4.14	20.4	4.14	20.4	—	—
Cooks .....	8.51	4.9	8.47	5.1	9.14	10.0
Food counter, fountain, and related .....	10.01	7.8	9.89	8.2	—	—
Kitchen workers, food preparation .....	6.27	11.6	6.27	11.6	—	—
Food preparation, n.e.c. ....	8.17	4.7	8.10	4.9	—	—
Health service .....	7.40	4.6	7.33	4.7	8.20	10.3
Health aides, except nursing .....	10.02	3.8	9.84	3.7	12.99	8.5
Nursing aides, orderlies and attendants .....	11.21	3.2	11.17	3.6	—	—
.....	9.73	4.6	9.54	4.4	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Service</b> —Continued						
Cleaning and building service .....	\$11.91	5.6	\$11.32	7.6	\$13.31	3.6
Supervisors, cleaning and building service workers .....	13.91	11.2	13.91	11.2	—	—
Maids and housemen .....	7.99	4.1	—	—	—	—
Janitors and cleaners .....	12.18	6.0	11.57	8.8	13.37	3.7
Personal service .....	8.95	5.9	7.77	5.2	10.07	8.4
Early childhood teachers' assistants .....	6.64	6.7	—	—	—	—
Child care workers, n.e.c. ....	10.27	10.0	—	—	10.27	10.0
Service, n.e.c. ....	8.37	5.8	7.72	7.4	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

**Table 2. Selected worker characteristics: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000**

Occupational group	Private industry and State and local government					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
	Mean					
<b>All occupations</b> .....	\$20.29	\$10.87	\$20.27	\$18.67	\$19.28	\$19.05
All excluding sales .....	20.37	11.32	20.40	18.85	19.48	19.14
<b>White collar</b> .....	24.20	14.11	25.70	22.66	23.61	18.45
White-collar excluding sales .....	24.83	17.16	26.50	23.66	24.42	16.54
Professional specialty and technical .....	29.53	21.72	34.00	26.97	28.84	—
Professional specialty .....	32.13	23.93	36.42	29.32	31.40	—
Technical .....	20.65	14.32	19.84	20.12	20.08	—
Executive, administrative, and managerial .....	31.90	—	29.37	32.07	32.67	—
Sales .....	18.83	8.01	10.27	16.78	14.51	18.98
Administrative support, including clerical .....	14.06	8.90	14.79	13.30	13.66	14.57
<b>Blue collar</b> .....	17.67	10.33	19.28	13.98	16.99	20.64
Precision production, craft, and repair .....	21.81	—	23.18	19.86	21.74	22.61
Machine operators, assemblers, and inspectors .....	16.18	—	18.98	11.09	15.95	—
Transportation and material moving .....	16.54	13.88	17.86	13.42	15.54	—
Handlers, equipment cleaners, helpers, and laborers .....	12.06	7.48	12.34	9.13	10.91	—
<b>Service</b> .....	12.12	7.38	14.21	8.71	10.91	—
	Relative error <sup>6</sup> (percent)					
<b>All occupations</b> .....	2.0	5.7	2.5	3.0	2.1	6.8
All excluding sales .....	2.1	6.3	2.5	3.2	2.1	6.6
<b>White collar</b> .....	2.3	6.3	3.7	2.9	2.3	8.6
White-collar excluding sales .....	2.4	6.6	3.6	3.0	2.4	13.1
Professional specialty and technical .....	2.4	5.5	3.7	3.3	2.4	—
Professional specialty .....	2.6	4.9	3.8	3.6	2.5	—
Technical .....	4.1	10.2	6.0	5.2	4.4	—
Executive, administrative, and managerial .....	3.2	—	6.4	3.4	2.7	—
Sales .....	5.8	5.3	10.2	6.8	8.2	10.1
Administrative support, including clerical .....	2.5	2.5	3.3	3.0	2.5	7.7
<b>Blue collar</b> .....	2.5	15.9	3.1	4.5	2.5	7.7
Precision production, craft, and repair .....	1.9	—	2.0	3.1	1.9	5.9
Machine operators, assemblers, and inspectors .....	3.6	—	3.5	5.9	3.7	—
Transportation and material moving .....	5.8	21.9	6.3	13.5	6.9	—
Handlers, equipment cleaners, helpers, and laborers .....	5.3	3.7	7.3	3.5	4.4	—
<b>Service</b> .....	3.9	3.5	4.2	3.3	3.7	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>6</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

**Table 3. Establishment employment size: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Detroit-Ann Arbor-Flint, MI, April 2000**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers <sup>3</sup>	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
<b>All occupations</b> .....	\$18.54	\$15.05	\$19.24	\$16.85	\$21.14
All excluding sales .....	18.72	14.83	19.47	16.81	21.48
<b>White collar</b> .....	22.29	18.03	23.07	22.09	23.80
White-collar excluding sales .....	23.46	18.50	24.23	23.36	24.80
Professional specialty and technical .....	27.22	24.38	27.43	27.95	27.15
Professional specialty .....	29.64	26.03	29.79	31.21	29.08
Technical .....	20.83	23.30	20.39	19.20	21.08
Executive, administrative, and managerial .....	32.14	26.20	33.34	35.19	32.35
Sales .....	16.25	16.76	16.07	17.28	14.08
Administrative support, including clerical .....	13.67	12.05	14.07	13.85	14.28
<b>Blue collar</b> .....	17.17	15.29	17.53	13.67	20.57
Precision production, craft, and repair .....	21.94	18.76	23.04	21.10	24.14
Machine operators, assemblers, and inspectors .....	15.98	14.00	16.19	11.15	20.08
Transportation and material moving .....	16.20	—	17.78	16.43	18.70
Handlers, equipment cleaners, helpers, and laborers .....	10.76	9.53	10.94	10.02	12.70
<b>Service</b> .....	9.09	7.64	9.58	8.91	10.29
	Relative error <sup>4</sup> (percent)				
<b>All occupations</b> .....	2.4	5.9	2.7	5.5	2.8
All excluding sales .....	2.5	5.9	2.8	5.8	2.7
<b>White collar</b> .....	2.9	6.9	3.2	6.3	3.5
White-collar excluding sales .....	3.0	7.6	3.2	6.9	3.1
Professional specialty and technical .....	2.9	5.5	3.1	7.6	2.5
Professional specialty .....	3.0	7.8	3.1	7.4	2.6
Technical .....	4.7	8.6	5.3	13.3	3.7
Executive, administrative, and managerial .....	3.6	13.6	3.2	5.2	3.9
Sales .....	6.4	12.7	7.7	9.7	10.7
Administrative support, including clerical .....	3.1	3.8	3.7	6.2	4.0
<b>Blue collar</b> .....	2.6	6.3	2.9	5.9	2.8
Precision production, craft, and repair .....	2.0	5.4	1.9	4.4	2.2
Machine operators, assemblers, and inspectors .....	3.7	11.1	3.9	5.5	3.6
Transportation and material moving .....	7.5	—	6.2	13.7	6.6
Handlers, equipment cleaners, helpers, and laborers .....	4.7	6.0	5.3	5.1	10.1
<b>Service</b> .....	3.3	4.8	3.9	5.0	5.4

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>3</sup> Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

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